



Job Description

Title: Rubber Material Development Chemist

Approval: _____
Human Resources Manager

Approval Date: _____

Job Title: Material Development Chemist

Business Unit: Materials - 6160

Level:

FLSA:

Exempt

Reports To: Director of Material Technology

Job Summary:

Conduct rubber material research, formulation, and development at the US Headquarters within the Technology & Innovation division to support strategic company goals while supporting manufacturing divisions.

All employees will abide by and live up to the Freudenberg Guiding Principles.

Essential Duties and Responsibilities include the following. Other duties may be assigned that pertain to the classification. Demonstrated job duties and knowledge listed are sum for the job classification. Knowledge of all duties is to be cross-functional but specific duties are assigned within available personnel.

Responsibilities:

- Design, formulate, and test elastomer and polymer compounds through hands-on work with mixing, molding, and processing equipment.
- Spend significant time in the lab physically mixing and molding batches, adjusting formulations, and evaluating material performance in real time.
- Partner directly with manufacturing teams to troubleshoot production issues, driving scrap reduction and process improvements.
- Lead multiple material development projects, taking ownership from formulation through production implementation.
- Apply statistical and practical problem-solving methods to refine compounds and resolve production challenges.
- Work with suppliers to evaluate new raw materials and bring new technologies into active testing and development.
- Maintain a safe, organized lab environment and ensure accurate documentation of experiments, results, and development plans.

Qualifications:

- Bachelor's degree in Chemistry, Chemical Engineering, Materials Science, or a related technical field.
- 5+ years of hands-on experience in elastomer or rubber material development.
- Demonstrated experience working directly with mixing, molding, extrusion, or similar processing equipment—not just theoretical or simulation-based work.
- Comfortable working in a lab and manufacturing environment, including standing, lifting, and actively running experiments.
- Strong experience with formulation and compounding, with an understanding of how materials behave during processing.
- Training with DOE, Six Sigma, or other structured problem-solving approaches.
- Strong teamwork and communication skills, with the ability to collaborate closely with operators, engineers, and technicians.
- Ability to effectively communicate technical requirements and understanding
- Strong understanding of chemistry
- Proficient with rubber mixing and molding practices
- In-depth understanding of material test lab equipment and its capabilities
- Demonstrated analytical and problem-solving skills
- Excellent organizational skills with ability to multi-task and prioritize
- Excels in a fast-paced, intense learning environment
- Excellent written and oral communication skills
- Goal oriented/self-motivated
- Familiar with computer systems, especially Microsoft Office
- Works well with others in a dynamic environment

Language Skills: (if applicable)

Must be able to speak English, with strong technical writing skills

Mathematical Skills: (if applicable)

Knowledge of advanced mathematics including statistics

Reasoning Ability: (if applicable)

Strong analytical capability

Certificates, Licenses, Registrations: (if applicable)

None

Physical Demands:

Must be able to occasionally lift up to 25lbs.

Work Environment:

Laboratory and office environment

**Freudenberg-NOK
General Partnership**

The specific statements shown in each section of this job description are not intended to be all-inclusive. The elements and criteria necessary to successfully perform the job.

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PHYSICAL DEMANDS AND ENVIRONMENTAL CONDITIONS ADDENDUM TO JOB DESCRIPTION

For purpose of measuring amount of time required for physical ability refer to chart below

Occasionally = under 1/3 of time

Frequently = 1/3 to 2/3 of time

Regularly = over 2/3 of time

Select the specific physical requirements for the above job: (Place an X in a box in each category)

<p>Stand</p> <p>While performing the duties of this job, the employee is</p> <table border="0"> <tr> <td><input type="checkbox"/></td> <td>Not required</td> <td><input checked="" type="checkbox"/></td> <td>Frequently required</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Occasionally required</td> <td><input type="checkbox"/></td> <td>Regularly required</td> </tr> </table>	<input type="checkbox"/>	Not required	<input checked="" type="checkbox"/>	Frequently required	<input type="checkbox"/>	Occasionally required	<input type="checkbox"/>	Regularly required	<p>Walk</p> <p>While performing the duties of this job, the employee is</p> <table border="0"> <tr> <td><input type="checkbox"/></td> <td>Not required</td> <td><input checked="" type="checkbox"/></td> <td>Frequently required</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Occasionally required</td> <td><input type="checkbox"/></td> <td>Regularly required</td> </tr> </table>	<input type="checkbox"/>	Not required	<input checked="" type="checkbox"/>	Frequently required	<input type="checkbox"/>	Occasionally required	<input type="checkbox"/>	Regularly required
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<p>Reach with hands and arms</p> <p>While performing the duties of this job, the employee is</p> <table border="0"> <tr> <td><input type="checkbox"/></td> <td>Not required</td> <td><input checked="" type="checkbox"/></td> <td>Frequently required</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Occasionally required</td> <td><input type="checkbox"/></td> <td>Regularly required</td> </tr> </table>	<input type="checkbox"/>	Not required	<input checked="" type="checkbox"/>	Frequently required	<input type="checkbox"/>	Occasionally required	<input type="checkbox"/>	Regularly required	<p>Climb or balance</p> <p>While performing the duties of this job, the employee is</p> <table border="0"> <tr> <td><input type="checkbox"/></td> <td>Not required</td> <td><input type="checkbox"/></td> <td>Frequently required</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td>Occasionally required</td> <td><input type="checkbox"/></td> <td>Regularly required</td> </tr> </table>	<input type="checkbox"/>	Not required	<input type="checkbox"/>	Frequently required	<input checked="" type="checkbox"/>	Occasionally required	<input type="checkbox"/>	Regularly required
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<p>Stoop, kneel, crouch or crawl</p> <p>While performing the duties of this job, the employee is</p> <table border="0"> <tr> <td><input type="checkbox"/></td> <td>Not required</td> <td><input type="checkbox"/></td> <td>Frequently required</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td>Occasionally required</td> <td><input type="checkbox"/></td> <td>Regularly required</td> </tr> </table>	<input type="checkbox"/>	Not required	<input type="checkbox"/>	Frequently required	<input checked="" type="checkbox"/>	Occasionally required	<input type="checkbox"/>	Regularly required	<p>Talk or hear</p> <p>While performing the duties of this job, the employee is</p> <table border="0"> <tr> <td><input type="checkbox"/></td> <td>Not required</td> <td><input type="checkbox"/></td> <td>Frequently required</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Occasionally required</td> <td><input checked="" type="checkbox"/></td> <td>Regularly required</td> </tr> </table>	<input type="checkbox"/>	Not required	<input type="checkbox"/>	Frequently required	<input type="checkbox"/>	Occasionally required	<input checked="" type="checkbox"/>	Regularly required
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<input type="checkbox"/>	Occasionally required	<input checked="" type="checkbox"/>	Regularly required														
<p>Select the specific vision requirements of this job</p> <p>(Select as many as needed)</p> <p><input checked="" type="checkbox"/> Close vision – ability to see clearly 20 inches or less</p> <p><input type="checkbox"/> Distance vision – ability to see clearly 20 inches or more</p> <p><input checked="" type="checkbox"/> Color vision – ability to identify and distinguish colors</p> <p><input type="checkbox"/> Peripheral vision – ability to observe an area that can be seen up and down or to the left and right while eyes remain fixed on a given point, i.e. monitors, control panels, driving in various traffic conditions, operating heavy equipment</p> <p><input checked="" type="checkbox"/> Ability to adjust focus – ability to adjust the eye to bring an object into sharp focus, i.e. shifts gaze from viewing a computer monitor at a distance of several feet to forms that are closer to compare data at close vision</p> <p><input type="checkbox"/> Commercial Driver's License per DOT Standards</p>	<p>Level of noise typical for the work environment of this job</p> <p>(Check the appropriate level below)</p> <p><input type="checkbox"/> Very Quiet (examples: forest trail, isolation booth for hearing)</p> <p><input type="checkbox"/> Quiet (examples: library, private office, beach patrol)</p> <p><input checked="" type="checkbox"/> Moderate - less than 85 decibels (examples: business office with computers and printers, light traffic, riding in truck, receptionist area)</p> <p><input type="checkbox"/> Loud - 85 or more decibels (examples: heavy trucks, large earth moving equipment, road work, bus operations)</p> <p>Duration: _____ hours/day</p> <p><input type="checkbox"/> Very Loud - 100 or more decibels (examples: jack hammer, chain saw, lawn equipment, rifle range, helicopter)</p> <p>Duration: _____ hours/day</p>																

Lifts Weight or Exerts Force (check frequency and number of pounds)

The employee

Does not lift weight or exert force

Must occasionally lift and/or move up to 10 pounds 25 pounds 50 pounds more than 50 pounds

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must frequently lift and/or move up to 10 pounds 25 pounds 50 pounds more than 50 pounds

must regularly lift and/or move up to 10 pounds 25 pounds 50 pounds more than 50 pounds

If more than 50 pounds explain specified required amount and how often:

Can the employee use a handling device (dolly, cart, etc.) or work with another team member to lift and/or move excessive poundage of more than 50 pounds: Yes

Exposure to the following environmental conditions: How much exposure to the following environmental conditions does this job require? Show the amount of time by checking the appropriate boxes below.

Work Environment	None	Occasionally	Frequently	Regularly
Wet or humid conditions (non-weather)	X			
Work in high, precarious places	X			
Fumes or airborne particles		X		
Toxic or caustic chemicals		X		
Outdoor weather conditions (cold, heat, wet)		X		
Extreme cold (non-weather)	X			
Extreme heat (non-weather)	X			
Risk of electrical shock	X			
Risk of exposure to blood-borne pathogens	X			
Work with explosives	X			
Risk of radiation	X			
Vibration	X			
Work with dangerous equipment		X		
Protective Clothing or Personal Devices	None	Occasionally	Frequently	Regularly
Hard hats, steel-toed shoes, protective glasses, ear protection, back safety device, safety vest, protective gloves, other:		X		
Full-face piece respirator	X			
Self-contained breathing apparatus (SCBA)	X			
Dust mask		X		
Other:		Lab coat, full face shield		

Comments:

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